

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Safer Stronger DC Office of Neighborhood Safety and Engagement



OFFICE OF THE
SECRETARY
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Office of the Director

January 29, 2020

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
1350 Pennsylvania Avenue, NW, Suite 506
Washington, D.C. 20004

Dear Chairman Mendelson:

Attached please find a report prepared by the Office of Neighborhood Safety and Engagement on the Pathways Program participation in 2019, pursuant to Section 102 of the Neighborhood Engagement Achieves Results Amendment Act of 2016, effective June 30, 2016 (D.C. Law 21-125; D.C. Official Code § 7-2411(d)).

Specifically, this report details the number of individuals successfully recruited and engaged; the duration of their participation; the status of their progress; and their age, race or ethnicity, gender, and ward of residence.

The Pathways Program brings forward the office's commitment to community-oriented violence prevention by working with small cohorts of the District's young adults most at-risk of engaging in violent activity as either the perpetrator or victim. Program participants are provided with the necessary social, emotional, and educational support to pursue a true second chance at a life free from the fear of violence or other threats.

We appreciate the strong and continued support we have received from Councilmembers, advocates, residents, and the public in helping make the Pathways Program successful.

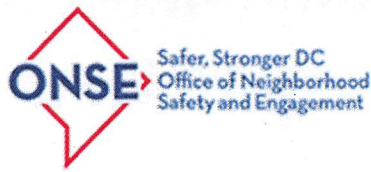
If you have any questions, please feel free to contact me at 202-807-0440.

Sincerely,

Delbert McFadden
Director

Enclosure





A REPORT ON THE OFFICE OF NEIGHBORHOOD SAFETY AND ENGAGEMENT'S PATHWAYS PROGRAM FOR 2019

January 29, 2020

This report, prepared by the Office of Neighborhood Safety and Engagement (ONSE), provides a summary of the Pathways Program in 2019. ONSE was launched in October of 2017. Its mission is to foster a community-oriented model to violence prevention and public safety. The strategy is rooted in a public health approach to violence prevention, recognizing that reducing crime is not accomplished solely through law enforcement.

The Pathways Program is a transitional employment program that aims to decrease participants' involvement in the criminal justice system and improve their employment, education, and training outcomes. Individuals referred to this program are ages 20-35 and have been identified as being at risk of participating in, and/or being victims of violent crime. Each Pathways cohort is limited to up to 25 participants, all of whom were District residents.

Review of Pathways Program Model:

As illustrated in the table below, Pathways follows a three-phase model. The first phase is an intensive, nine-week classroom-based training that focuses on life and job skills. Phase two offers six months of subsidized employment, which helps participants gain real work experience, build positive work habits, and establish a record of employment. The third phase offers long-term retention and support services aimed at ensuring participants successfully transition to permanent unsubsidized employment, retain employment, and continue to pursue their other self-identified personal and professional goals.

PHASE 1 - CLASSROOM	PHASE 2 - SUBSIDIZED WORK	PHASE 3 - RETENTION
Intensive, nine-week classroom based training that focuses on life and job skills, during which participants receive case management services, experiential learning and team building opportunities, as well as are offered breakfast and lunch daily.	Up to six months of subsidized employment, which helps participants: <ul style="list-style-type: none">- Gain real work experience- Build positive work habits- Establish a record of employment	Long-term retention and support services aimed at ensuring participants successfully transition from subsidized employment to permanent unsubsidized employment, retain said employment, and continue to pursue their other self-identified personal and professional goals.

Throughout each phase of the program, Pathways participants are offered a host of wraparound services including: transportation benefits, nutritional services, mental health services, housing assistance referrals, clothing and/or uniform assistance, and access to a variety of pro-social extracurricular

activities. The Program does not have open enrollment; individuals are referred by ONSE's violence intervention staff or by District government agencies with credible sources.

Overview of Fiscal Year 2019:

Over the course of FY19, Pathways launched its second and third cohorts. Of the 49 Pathways participants enrolled in these two cohorts, 42 successfully completed the nine-week classroom component. All participants identified as male, the average age of participants from Cohorts 2 and 3 was 25 and 26 years old, respectively, and participants' Ward of residence included Wards 4, 5, 6, 7, and 8, with a majority of participants residing in Wards 7 and 8.

In FY19, the Pathways Program incorporated additional support services into the nine-week classroom curriculum. Enhanced program offerings included educational enrichment in partnership with the Office of the State Superintendent of Education (OSSE), mental wellness services offered by Community Wellness Ventures, and business development services provided by Department of Small and Local Business Development (DSLBD).

Additionally, Pathways participants participated in a wide range of activities, such as service-learning opportunities, whitewater rafting, educational visits to the John A. Wilson Building, and a business pitch competition. Participants also received training on trauma-informed care and substance-use disorders, and completed CPR, OSHA 10, and Flaggers certifications.

PATHWAYS PARTICIPANTS' PROGRESSION THROUGH PROGRAM PHASES BY COHORT						
Fiscal Year	Cohort	Enrolled	Completed Phase 1 (9-week classroom course)	Completed Phase 2 (placed in subsidized employment)	Completed Phase 3 (secured unsubsidized employment)	Criminal Justice System Interactions**
2018	1	25	18	17	13	17
2019	2	25	24	22	15	8
2019	3	24	18	18	5*	7
2020	4	25	22	19	N/A	5
TOTAL		99	82	76	33	37

All data as of January 2, 2020.

**Number remains ongoing as Cohort 3 participants are still within the six-month subsidized employment phase of the program.*

***In this table, we are defining criminal justice system interactions as arrests, however several participants who have been arrested were never charged with an offense or have had their charges dropped or dismissed. Currently, zero participants have been convicted of new charges received since program enrollment.*

Pathways Participant Demographics:

PATHWAYS PARTICIPANT'S WARD OF RESIDENCE								
COHORT	WARD 1	WARD 2	WARD 3	WARD 4	WARD 5	WARD 6	WARD 7	WARD 8
1	3	0	0	1	2	2	5	12
2	0	0	0	1	0	3	6	15
3	0	0	0	1	1	3	7	12
4	1	0	0	1	2	5	7	9
% OF TOTAL	4%	0%	0%	4%	5%	13%	24%	50%
TOTAL	4	0	0	4	5	13	25	48

PATHWAYS PARTICIPANT'S AGE AT ENROLLMENT	
COHORT	AVERAGE AGE
1	26
2	25
3	26
4	27
OVERALL AVERAGE AGE	26

PATHWAYS PARTICIPANT'S RACE			
COHORT	AFRICAN AMERICAN	HISPANIC	OTHER
1	24	1	N/A
2	25	N/A	N/A
3	24	N/A	N/A
4	25	N/A	N/A
TOTAL	98	1	N/A

Gender:

All Pathways participants have identified as male.

Pathways Participant Testimony:

Participant testimonies – firsthand accounts of participants’ journeys before and during the Pathways Program – offer a unique perspective on the program.

Mr. C – Cohort 2 Participant

Mr. C grew up in what he described as “a very rough part of the city.” From a young age, Mr. C struggled with a hearing impairment, yet he was adamant that he not be viewed as “disabled.” As a result of this, Mr. C believes, he started acting out from an early age and frequently got into trouble, which eventually led to his involvement in the juvenile justice system.

As Mr. C grew older, he remained trapped in a cycle of violence, typically connected to neighborhood conflicts. He remembers saying, “Just because I’m a little deaf, doesn’t mean I’m somebody to play with!” Mr. C ended up spending a significant amount of time cycling in and out of the custody of the Department of Youth Rehabilitation Services for juvenile offenses and violations of the conditions of his probation. His involvement in high-risk activities ultimately resulted in him and a friend from his neighborhood being shot by an individual from a rival neighborhood.

After surviving this traumatic incident, Mr. C continued to engage in criminal activity which led to his involvement in the adult criminal justice system. While under the supervision of the Court Services and Offender Supervision Agency, Mr. C heard about the Pathways Program from an individual who was referred to Pathways by his probation officer. Mr. C, who was ready for a change and sought to be a better father to his children, asked around to see if anyone in his network could help him enroll. One of Mr. C’s case managers came through and helped Mr. C secure a spot in Pathways’ second cohort.

During the beginning phase of the Pathways Program, all participants are expected to set personal and professional goals for themselves. Mr. C set three for himself, one of which was to obtain permanent employment at the Department of Public Works (DPW). Mr. C had a successful start towards achieving that goal. He completed the nine-week classroom component, but then encountered several setbacks. After transitioning to subsidized employment, Mr. C was dismissed from three separate worksites due to performance and other challenges. These setbacks didn’t derail him though; with the support of Pathways staff, who coached Mr. C and helped him secure alternate work placements, he got back on track. After eight months at his subsidized worksite, Mr. C was given the opportunity to interview for an unsubsidized job with DPW. He utilized his network to prepare and was offered a permanent job that started in October 2019.